



GOVERNMENT OF JAMMU AND KASHMIR  
FINANCE DEPARTMENT  
Civil Secretariat, Srinagar/Jammu

**NOTIFICATION**

Jammu, the 24th April, 2018.

SRO- 193.- In exercise of the powers conferred under section 124 of the Constitution of Jammu & Kashmir, the Governor is pleased to make the following rules, namely:-

1. Short title and commencement:-
  - (1) These rules may be called the Jammu & Kashmir Civil Services (Revised) Pay Rules, 2018.
  - (2) These rules shall be deemed to have come into force on the 1st day of January, 2016 with effective date of implementation from 1st April, 2018.
2. Categories of Government servants to whom the rules apply:-
  - 1) Save as otherwise provided by or under these rules, these rules shall apply to persons appointed to civil services and posts in connection with the affairs of the State including whole time contingent paid workers/work charged employees drawing pay in graded scales whose pay is debited to consolidated fund of the State.
  - 2) These rules shall not apply to:-
    - (i) Members of the All India Services appointed to the civil posts/ serving in connection with the affairs of the State;
    - (ii) Faculty Members of Government Degree Colleges, to whom Government Degree Colleges (Adoption of UGC Revised Pay Scales) Rules 2009 apply;
    - (iii) Faculty Members of Government College of Engineering and Technology, Jammu, to whom Jammu College of Engineering & Technology (Adoption of AICTE Revised Pay Scales) Rules 2013 apply;
    - (iv) Faculty Members of S.K. Institute of Medical Science, Srinagar, to whom S.K. Institute of Medical Sciences Faculty Members (Revised Pay) Rules 2009 apply;
    - (v) Members of J&K Subordinate Judicial services, to whom the Jammu and Kashmir Subordinate Judicial Pay Rules, 2011, apply;
    - (vi) persons not in whole-time employment;
    - (vii) persons paid out of contingencies;
    - (viii) persons paid otherwise than on a monthly basis including those paid only on a piece rate basis;
    - (ix) persons employed on contract basis except where the contract provides otherwise;
    - (x) persons re-employed in Government service after retirement;
    - (xi) persons whose services are obtained on deputation;

- (xii) posts which carry consolidated rate of pay.
- (xiii) any other class or category of persons whom the Government may, by order, specifically exclude from the operation of all or any of the provisions contained in these rules.

3. **Definitions.** - In these rules, unless the context otherwise requires:-

- (i) **“existing basic pay”** means the pay drawn in the prescribed existing Pay Band and Grade Pay or Pay in the existing pay scale;
- (ii) **“existing Pay Band and Grade Pay”** in relation to a Government servant means the Pay Band and the Grade Pay applicable to the post held by the Government servant as on the date immediately before the commencement of these rules whether in a substantive capacity or in officiating capacity;
- (iii) **“existing scale”** in relation to a Government servant means the pay scale applicable to the post held by the Government servant as on the date immediately before the date of commencement of these rules, whether in a substantive, temporary or officiating capacity;
- (iv) **“existing pay structure”** in relation to a Government servant means the present system of Pay Band and Grade Pay or the Pay Scale applicable to the post held by the Government servant as on the date immediately before the commencement of these rules whether in a substantive, temporary or officiating capacity.

**Explanation.** - The expressions “existing basic pay”, “existing Pay Band and Grade Pay” and “existing scale”, in respect of a Government servant who on the 1st day of January, 2016 was on deputation out of State or on leave or on foreign service, or who would have on that date officiated in one or more lower posts but for his officiating in a higher post, shall mean such Basic Pay, Pay Band and Grade Pay or Scale in relation to the post which he would have held but for his being on deputation or on leave or on foreign service or officiating in the higher post, as the case may be;

- (v) **“existing emoluments”** mean the sum of (i) existing basic pay and (ii) existing dearness allowance at index average as on 1st day of January, 2006;
- (vi) **“pay matrix”** means Matrix specified in Part A of the Schedule, with Levels of Pay arranged in vertical cells as assigned to corresponding existing Pay Band and Grade Pay;
- (vii) **“Level”** in the Pay Matrix means the Level corresponding to the existing Pay Band and Grade Pay specified in Part A of the Schedule;
- (viii) **“pay in the level”** means pay in the appropriate Cell of the Level as specified in Part A of the Schedule;
- (ix) **“revised pay structure”** in relation to a post means the Pay Matrix and the Levels specified therein corresponding to the existing Pay Band and Grade Pay of the post unless a different revised Level is notified separately for that post;
- (x) **“basic pay”** in the revised pay structure means the pay drawn in the prescribed Level in the Pay Matrix;
- (xi) **“revised emoluments”** means the pay in the Level of a Government servant in the revised pay structure; and
- (xii) **“Schedule”** means a schedule appended to these rules.

4. **Level of posts.** - The Level of posts shall be determined in accordance with the various Levels as assigned to the corresponding existing Pay Band and Grade Pay as specified in the Pay Matrix.



5. **Drawl of pay in the revised pay structure.** - Save as otherwise provided in these rules, a Government servant shall draw pay in the Level in the revised pay structure applicable to the post to which he is appointed:

Provided that a Government servant may elect to continue to draw pay in the existing pay structure until the date on which he earns his next or any subsequent increment(s) in the existing pay structure or until he vacates his post or ceases to draw pay in the existing pay structure:

Provided further that in cases where a Government servant has been placed in a higher grade pay or scale between 1st day of January, 2016 and the date of notification of these rules on account of promotion or upgradation, the Government servant may elect to switch over to the revised pay structure from the date of such promotion or upgradation, as the case may be.

**Explanation 1.-** The option to retain the existing pay structure under the provisos to this rule shall be admissible only in respect of one existing Pay Band and Grade Pay or scale.

**Explanation 2.-** The aforesaid option shall not be admissible to any person appointed to a post for the first time in Government service or by transfer from another post on or after the 1st day of January, 2016, and he shall be allowed pay only in the revised pay structure.

**Explanation 3.-** Where a Government servant exercises the option under the provisos to this rule to retain the existing pay structure of a post held by him in an officiating capacity on a regular basis for the purpose of regulation of pay in that pay structure, or under any other rule or order applicable to that post, his substantive pay shall be substantive pay which he would have drawn had he retained the existing pay structure in respect of the permanent post on which he holds a lien or would have held a lien had his lien not been suspended or the pay of the officiating post which has acquired the character of substantive pay in accordance with any order for the time being in force, whichever is higher.

6. **Exercise of option:-**

- (1) The option under the provisos to rule 5 shall be exercised in writing in the form appended to these rules so as to reach the authority mentioned in sub-rule (2) within three months of the date of notification of these rules or where any revision in the existing pay structure is made by any order subsequent to the date of notification of these rules, within three months of the date of such order:

Provided that:-

- (i) in the case of a Government servant who is, on the date of such notification or, as the case may be, date of such order, out of State on leave or on deputation or foreign service or active service, the said option shall be



exercised in writing so as to reach the said authority within three months of the date of his taking charge of his post in the State; and  
(ii) where a Government servant is under suspension on the 1st day of January, 2016, the option may be exercised within three months of the date of his return to his duty if that date is later than the date prescribed in this sub-rule.

(2) The option shall be intimated by the Government servant to the Head of his Office along with an undertaking, in the form appended to these rules.

(3) If the intimation regarding option is not received by the authority within the time specified in sub rule (1), the Government servant shall be deemed to have elected to be governed by the revised pay structure with effect from the 1st day of January, 2016.

(4) The option once exercised shall be final.

**Note 1:** Persons whose services were terminated on or after 1st January, 2016 and who could not exercise the option within the prescribed time limit, on account of discharge on the expiry of the sanctioned posts, resignation, dismissal or discharge on disciplinary grounds, shall be entitled to exercise option under sub-rule (1).

**Note 2:** Persons who have died on or after the 1st day of January, 2016 and could not exercise the option within prescribed time limit are deemed to have opted for the revised pay structure on and from the 1st day of January, 2016 or such later date as is most beneficial to their dependents if the revised pay structure is more favorable and in such cases, necessary action for payment of arrears shall be taken by the Head of Office.

**Note 3:** Persons who were on earned leave or any other leave on 1st day of January, 2016 which entitled them to leave salary shall be entitled to exercise option under sub-rule (1).

**7. Fixation of pay in the revised pay structure.-**

(1) The pay of a Government servant who elects, or is deemed to have elected under rule 6 to be governed by the revised pay structure on and from the 1st day of January, 2016, shall, unless in any case the Government by special order otherwise directs, be fixed separately in respect of his substantive pay in the permanent post on which he holds a lien or would have held a lien if such lien had not been suspended, and in respect of his pay in the officiating post held by him, in the following manner:-

(i) the pay in the applicable Level in the **Pay Matrix** shall be the pay obtained by multiplying the existing basic pay by a **factor of 2.57**, rounded off to the nearest rupee and the figure so arrived at will be located in that Level in the Pay Matrix and if such an identical figure corresponds to any Cell in the applicable Level of the Pay Matrix, the same shall be the pay, and if no such Cell is available in the applicable Level, the pay shall be fixed at the immediate next higher Cell in that applicable Level of the Pay Matrix.



**Illustration:**

1	Existing Pay Band : PB-1	Pay Band	5200-20200					
2	Existing Grade Pay : 2400	Grade Pay	1800	1900	2100	2300	2400	2800
3	Existing Pay in the Pay Band : 9810	Levels	1	2	3A	3B	4	5
4	Existing Basic Pay: 12210 (9810+2400)	1	18000	19900	25300	25400	25500	29200
5	Pay after multiplication by a fitment factor of 2.57: 12210x2.57=31379.7 (rounded off to 31380)	2	18500	20500	26100	26200	26300	30100
6	Level Corresponding to GP 2400: Level 4	3	19100	21100	26900	27000	27100	31000
7	Revised Pay in the Pay Matrix (either equal to or next higher to 31380 in Level 4) : 31400	4	19700	21700	27700	27800	27900	31900
		5	20300	22400	28500	28600	28700	32900
		6	20900	23100	29400	29500	29600	33900
		7	21500	23800	30300	30400	30500	34900
		8	22100	24500	31200	31300	<b>31400</b>	35900
		9	22800	25200	32100	32200	32300	37000
		10	23500	26000	33100	33200	33300	38100

(ii) if the minimum pay or the first Cell in the applicable Level is more than the amount arrived at as per sub-clause (i) above, the pay shall be fixed at minimum pay or the first Cell of that applicable Level.

(2) Where a post has been upgraded, the fixation of pay in the applicable level will be carried out in the manner prescribed in accordance with Sub-Clause (i) & (ii), of Clause-A under Rule 7 (1).

**Illustration:**

1	Existing Pay Band : PB:1	Pay Band	5200-20200					
2	Existing Grade Pay : 2400	Grade Pay	1800	1900	2100	2300	2400	2800
3	Date of upgradation: 1-1-2016							
4	Existing Pay in the Pay Band :12560	Levels	1	2	3A	3B	4	5
5	Up Graded Grade Pay; 2800							
6	Pay for the purpose of fixation: 12960 (10160+2800)	1	18000	19900	25300	25400	25500	29200
7	Pay after multiplication by a fitment factor of 2.57: 12960x2.57=33307.3 (rounded off to 33307)	2	18500	20500	26100	26200	26300	30100
8	Level Corresponding to GP 2800: Level 5	3	19100	21100	26900	27000	27100	31000
9	Revised Pay in the Pay Matrix (either equal to or next higher to 33307 in Level 5) :33900	4	19700	21700	27700	27800	27900	31900
		5	20300	22400	28500	28600	28700	32900
		6	20900	23100	29400	29500	29600	<b>33900</b>
		7	21500	23800	30300	30400	30500	34900
		8	22100	24500	31200	31300	31400	35900
		9	22800	25200	32100	32200	32300	37000
		10	23500	26000	33100	33200	33300	38100

Provided that where a post has been up-graded after 01.01.2016 upto notification of these rules and the Government servant has opted for revision

of his pay under these rules, his pay on the date of up-gradation of the post shall be fixed as under:-

- (a) In case the minimum pay or first Cell of the up-graded Level is higher than the pay fixed in the pre up-graded Level, the pay shall be fixed at that minimum or the first Cell of that up-graded Level;
  - (b) In case the pay fixed in the pre up-graded Level coincides with the stage of pay in the up-graded Level, the pay shall be fixed at that same stage/ Cell of that up-graded Level;
  - (c) In case the stage of pay fixed in the pre up-graded Level falls between two stages of the pay in the up-graded Level, the pay shall be fixed at the next higher stage/ Cell of that up-graded Level;
  - (d) The date of increment in all the above three cases shall remain unchanged except where the pay in the pre-upgraded Level was drawn at the maximum thereof. In the latter case next increment in the up-graded pay Level of the post shall be drawn after the prescribed incremental period reckoning from the date of up-gradation.
- (3) A Government servant who is on leave on the 1st day of January, 2016 and is entitled to leave salary shall be entitled to pay in the revised pay structure from 1st day of January, 2016 or the date of option for the revised pay structure.
- (4) A Government servant who is on study leave on the 1st day of January, 2016 shall be entitled to the pay in the revised pay structure from 1st day of January, 2016 or the date of option.
- (5) A Government servant under suspension shall continue to draw subsistence allowance based on existing pay structure and his pay in the revised pay structure shall be subject to the final order on the pending disciplinary proceedings.
- (6) Where the existing emoluments exceed the revised emoluments in the case of any Government servant, the difference shall be allowed as **personal pay** to be absorbed in future increases in pay.
- (7) Where in the fixation of pay under sub-rule (1), the pay of a Government servant, who, in the existing pay structure, was drawing immediately before the 1st day of January, 2016 more pay than another Government servant junior to him in the same cadre, gets fixed in the revised pay structure in a Cell lower than that of such junior, his pay shall be stepped up to the same Cell in the revised pay structure as that of the junior.
- (8) Where a Government servant is in receipt of personal pay, other than sterilization personal pay, due to loss in his substantive pay immediately before the date of commencement of these rules, which together with his existing emoluments exceed the revised emoluments, then the difference representing such excess shall be allowed to such Government servant as personal pay to be absorbed in future increase in pay.



- (9)(i) In cases where a senior Government servant promoted to a higher post before the 1st day of January, 2016 draws less pay in the revised pay structure than his junior who is promoted to the higher post on or after the 1st day of January, 2016, the pay of senior Government servant in the revised pay structure shall be stepped up to an amount equal to the pay as fixed for his junior in that higher post and such stepping up shall be done with effect from the date of promotion of the junior Government servant subject to the fulfillment of the following conditions, namely:-
- (a) both the junior and the senior Government servants belong to the same cadre and the posts in which they have been promoted are identical in the same cadre;
  - (b) the existing pay structure and the revised pay structure of the lower and higher posts in which they are entitled to draw pay are identical;
  - (c) the senior Government servant at the time of promotion is drawing equal or more pay than the junior;
  - (d) the anomaly is directly as a result of the application of the provisions of these rules or Article 77(B) of J&K CSRs or any other rule or order regulating pay fixation on such promotion in the revised pay structure:

Provided that if the junior officer was drawing more pay in the existing pay structure than the senior by virtue of any advance increments granted to him, the provisions of this sub rule shall not be invoked to step up the pay of the senior officer.

(ii) The order relating to re-fixation of the pay of the senior officer in accordance with clause (i) shall be issued under Government Instruction No. 4 below Article 77-B of Jammu & Kashmir Civil Service Regulations and the senior officer shall be entitled to the next increment on completion of his required qualifying service with effect from the date of re-fixation of pay.

- (10) Subject to the provisions of rule 5, if the pay as fixed in the officiating post under sub-rule (1) is lower than the pay fixed in the substantive post, the former shall be fixed at the same stage as the substantive pay.

**8. Fixation of pay of employees appointed by direct recruitment on or after 1st day of January, 2016.** - The pay of employees appointed by direct recruitment on or after 1st day of January, 2016 shall be fixed at the minimum pay or the first Cell in the Level, applicable to the post to which such employees are appointed:

Provided that where the existing pay of such employee appointed on or after 1st day of January, 2016 and before the date of notification of these rules, has already been fixed in the existing pay structure and if his existing emoluments happen to exceed the minimum pay or the first Cell in the Level, as applicable to the post to which he is appointed on or after 1st day of January, 2016, such difference shall be paid as **personal pay** to be absorbed in future increments in pay.

**9. Increments in Pay Matrix.** - The increment shall be as specified in the vertical Cells of the applicable Level in the Pay Matrix.



**Illustration:**

An employee in the Basic Pay of 31400 in Level 4 will move vertically down the same Level in the cells and on grant of increment, his basic pay will be 32300.

**Pay Band 5200-20200**

Pay Band	5200-20200					
Grade Pay	1800	1900	2100	2300	2400	2800
Levels	1	2	3A	3B	4	5
1	18000	19900	25300	25400	25500	29200
2	18500	20500	26100	26200	26300	30100
3	19100	21100	26900	27000	27100	31000
4	19700	21700	27700	27800	27900	31900
5	20300	22400	28500	28600	28700	32900
6	20900	23100	29400	29500	29600	33900
7	21500	23800	30300	30400	30500	34900
8	22100	24500	31200	31300	<b>31400</b>	35900
					↓	
9	22800	25200	32100	32200	<b>32300</b>	37000
10	23500	26000	33100	33200	33300	38100

**10. Date of next increment in revised pay structure:-**

- (1) There shall be two dates for grant of increment namely, 1st January and 1st July of every year, instead of existing date of 1st July:

Provided that an employee shall be entitled to only one annual increment either on 1st January or 1st July depending on the date of his appointment, promotion or grant of financial up gradation.

- (2) The increment in respect of an employee appointed or promoted or granted non functional (In-Situ Promotion) under Jammu & Kashmir Civil Service (Higher Standard Pay Scale Scheme) Rules, or any other scheme/rules during the period between the 2nd day of January and 1st day of July (both inclusive) shall be granted on 1st day of January and the increment in respect of an employee appointed or promoted or granted non functional (In-Situ Promotion including up-gradation under J&K HSPSS Rules or any other scheme or rules in force during the period between the 2nd day of July and 1st day of January (both inclusive) shall be granted on 1st day of July.

**Illustration:**

- (a) In case of an employee appointed or promoted in the normal hierarchy or under J&K HSPSS Rules or any other scheme or rules in force during the period between the 2nd day of July, 2016 and the 1st day of January, 2017, the first increment shall accrue on the 1st day of July, 2017 and thereafter it shall accrue after one year on annual basis.
- (b) In case of an employee appointed or promoted in the normal hierarchy or under J&K HSPSS Rules or any other scheme or rules in force during the period between 2nd day of January, 2016 and 1st day of July, 2016, who did not draw any increment on 1st day of July, 2016, the next increment shall accrue on 1st day of January, 2017 and thereafter it shall accrue after one year on annual basis.

Provided that in the case of employees whose pay in the revised pay structure has been fixed as on 1st day of January, the next increment in the Level in which the



pay was so fixed as on 1st day of January, 2016 shall accrue on 1st day of July, 2016:

Provided further that the next increment after drawl of increment on 1st day of July, 2016 shall accrue on 1st day of July, 2017.

11. **Revision of pay from a date subsequent to 1st day of January, 2016.** - Where a Government servant who continues to draw his pay in the existing pay structure is brought over to the revised pay structure from a date later than 1st day of January, 2016, his pay in the revised pay structure shall be fixed in the manner prescribed in accordance with clause (A) of sub-rule (1) of rule 7.
12. **Fixation of pay on promotion on or after 1st day of January, 2016.** - The fixation of pay in case of promotion from one Level to another in the revised pay structure shall be made in the following manner, namely:-
  - (i) One increment shall be given in the Level from which the employee is promoted and he shall be placed at a Cell equal to the figure so arrived at in the Level of the post to which promoted and if no such Cell is available in the Level to which promoted, he/she shall be placed at the next higher Cell in that Level.

**Illustration:**

1. Level in the revised pay structure: Level 4

1	Basic Pay in the Revised Pay Structure: 29600	Pay Band	5200-20200					
2	Promotion/ Insitu Promotion Granted in LEVEL 5	Grade Pay	1800	1900	2100	2300	2400	2800
3	Pay after giving one increment in Level 4: 30500	Levels	1	2	3A	3B	4	5
4	Pay in the Higher Level i.e. Level 5: 31000(ether equal to or next higher to 30500 in Level 5)	1	18000	19900	25300	25400	25500	29200
2		18500	20500	26100	26200	26300	30100	
3		19100	21100	26900	27000	27100	31000	
4		19700	21700	27700	27800	27900	31900	
5		20300	22400	28500	28600	28700	32900	
6		20900	23100	29400	29500	29600	33900	
7		21500	23800	30300	30400	30500	34900	
8		22100	24500	31200	31300	31400	35900	
9		22800	25200	32100	32200	32300	37000	
10		23500	26000	33100	33200	33300	38100	

- (ii) if the minimum of the promotional Level happens to be more than the amount arrived at as per sub-clause (i) above, the pay shall be fixed at minimum pay or the first Cell of that applicable Level.
13. **Availability of option for fixation of pay on promotion from the Date of Next Increment (DNI) in the lower post:**
    - (1) On promotion from one Level to another Level / financial up gradation under Time Bound promotion Scheme/insitu scheme, a Government servant shall have an option to get his / her pay fixed in the higher post / Level either from the date of his/her promotion or from the date of his/her next increment (either 1st July or 1st January, as the case may be) accruing in the Level of the post from which he / she is promoted. The pay will be fixed in the following manner in the revised Pay structure:-
      - (a) In case, consequent upon his / her promotion, the Government Servant opts to have his/her pay fixed from the date of his/her next increment (either 1st

July or 1st January, as the case may be) in the Level of the post from which Government Servant is promoted, then, from the date of promotion till his/her date of next increment, the Government Servant shall be placed at the next higher cell in the Level of the post to which he/she is promoted.

**Illustration:**

1	Level in the Revised Pay Structure: Level 4	Pay Band	5200-20200					
2	Basic Pay in the Revised Pay Structure: 29600	Grade Pay	1800	1900	2100	2300	2400	2800
3	Granted Promotion in Level 5	Levels	1	2	3A	3B	4	5
4	Pay in the Higher Level i.e Level 5: 30100(next higher to 29600 in Level 5)	1	18000	19900	25300	25400	25500	29200
		2	18500	20500	26100	26200	26300	<b>30100</b>
		3	19100	21100	26900	27000	27100	31000
		4	19700	21700	27700	27800	27900	31900
		5	20300	22400	28500	28600	28700	32900
		6	20900	23100	29400	29500	<b>29600</b>	33900
		7	21500	23800	30300	30400	30500	34900
		8	22100	24500	31200	31300	31400	35900
		9	22800	25200	32100	32200	32300	37000
		10	23500	26000	33100	33200	33300	38100
5	Pay from the date of promotion till DNI: 30100							

- (b) Subsequently, on the date of next increment (DNI) in the Level of the post to which Government Servant is promoted, his/her pay will be re-fixed and two increments (one annual increment and the second on account of promotion) may be granted in the Level from which the Government Servant is promoted and he/she shall be placed, at a cell equal to the figure so arrived, in the Level of the post to which he/she is promoted; and if no such cell is available in the Level to which he/she is promoted, he/she shall be placed at the next higher cell in that Level.

**Illustration:**

1	Level in the Revised Pay Structure: Level 4	Pay Band	5200-20200					
2	Basic Pay in the Revised Pay Structure: 29600	Grade Pay	1800	1900	2100	2300	2400	2800
3	Granted Promotion in Level 5	Levels	1	2	3A	3B	4	5
4	Pay from the date of promotion till DNI: 30100	1	18000	19900	25300	25400	25500	29200
		2	18500	20500	26100	26200	26300	30100
		3	19100	21100	26900	27000	27100	31000
		4	19700	21700	27700	27800	27900	<b>31900</b>
		5	20300	22400	28500	28600	28700	32900
5	Re-fixation on DNI : Pay after giving two increments in Level: 4: 31400	6	20900	23100	29400	29500	<b>29600</b>	33900
		7	21500	23800	30300	30400	<b>30500</b>	34900
		8	22100	24500	31200	31300	<b>31400</b>	35900
		9	22800	25200	32100	32200	32300	37000
		10	23500	26000	33100	33200	33300	38100
6	Pay in the Higher Level i.e Level 5 : 31900(either equal to or next higher to 31400 in Level 5)							

- (c) The Government employee who is promoted in his own pay and grade (OPG) to the higher post shall have no right to exercise an option to defer his/her fixation of pay till next date of increment.

- (2) In order to enable the employees to exercise the option within the time limit prescribed, the option clause for pay fixation on promotion with effect from the date of promotion/ date of next increment shall invariably be incorporated in the

promotion/ appointment order so that there are no cases of delay in exercising the option due to administrative lapse(s).

14. **Qualification Bar.** -Notwithstanding anything contained in these Rules, the departmental tests / technical qualifications prescribed for appointment to the posts or for promotion from one post to the another or for drawal of increments shall continue to be operative as hereto fore for the revised Pay Levels also.
15. **Creation of new Posts.** - No post shall be created in future under the Government except in one of the Revised Pay Levels shown in the schedule appended to these Rules. All posts created or upgraded on or after 01.01.2016 to the date of issue of these Rules shall be deemed to have been created or upgraded in the corresponding Pay Levels for those posts.
16. **Mode of payment of arrears of pay.** - The mode & procedure of payment of arrears on account of the revision of pay under these rules from 1st day of January, 2016 to 31st day of March, 2018 shall be ordered/ issued separately

**Explanation.** - For the purpose of this rule, "arrears of pay" in relation to a Government servant, means the difference between-

- (i) the aggregate of the pay and dearness allowance to which he is entitled on account of the revision of his pay under these rules for the period effective from the 1st day of January, 2016; and
  - (ii) the aggregate of the pay and dearness allowance to which he would have been entitled (whether such pay and dearness allowance had been received or not) for that period had his pay and allowances not been so revised.
17. **Special provisions/ treatment for certain posts.** - The benefits of special provisions/special treatment available/accorded to certain categories of posts under the Jammu & Kashmir Civil Services (Revised) Pay Rules 1998 notified vide SRO 18 dated 19.01.2018 shall continue, unless the same has been specifically withdrawn, till further orders.

Provided that the benefit of higher pay scales as were existing for any specific class(s)/ categories of employees/ posts prior to the notification of Jammu & Kashmir Civil Services (Revised) Pay Rules 1992 shall not be available henceforth.

18. **Overriding effect of rules.** - The provisions of the Jammu & Kashmir Civil Services Regulations, the Jammu & Kashmir Civil Services (Revised) Pay Rules, 1962, the Jammu & Kashmir Civil Services (Revised) Pay Rules, 1973, the Jammu & Kashmir Civil Services (Revised) Pay Rules, 1982, the Jammu & Kashmir Civil Services (Revised) Pay Rules 1987, the Jammu & Kashmir Civil Services (Revised) Pay Rules 1992, the Jammu & Kashmir Civil Services (Revised) Pay Rules 1998, & the Jammu & Kashmir Civil Services (Revised) Pay Rules, 2009 shall not, save as otherwise provided in these rules, apply to cases where pay is regulated under these rules, to the extent they are inconsistent with these rules.
19. **Power to relax.** - Where the Government is satisfied that the operation of all or any of the provisions of these rules causes undue hardship in any particular case, the Government may, by order, dispense with or relax the requirements of that rule to such extent and subject to such conditions as may be considered necessary for dealing with the case in a just and equitable manner.



20. **Interpretation.** - If any question arises relating to the interpretation of any of the provisions of these rules, it shall be referred to the Government in Finance Department for decision which shall be binding & final.

**By order of Governor,**


**Sd/-**  
**(Navin K. Choudhary), IAS,**  
Principal Secretary to Government,  
Finance Department.

No: A/Misc (2008)-temp-1232

Dated 24.04.2018.

Copy to the:-

1. Advocate General J&K High Court Srinagar/Jammu.
2. All Financial Commissioners.
3. Principal Accountant General, J&K Srinagar/Jammu.
4. All Principal Secretaries to Government.
5. Principal Secretary to Hon'ble Chief Minister.
6. Principal Secretary to Hon'ble Governor.
7. Chief Electoral Officer, J&K, Jammu.
8. All Commr/Secretaries to Government.
9. Principal Resident Commissioner, 5 Prithvi Raj Road, New Delhi.
10. Divisional Commissioner Kashmir/Jammu.
11. Commissioner of Vigilance, J&K Srinagar/Jammu.
12. Principal Secretary to Chief Justice J&K High Court Srinagar/Jammu.
13. Registrar General, J&K High Court Srinagar/Jammu.
14. Director General Funds Organization J&K.
15. Director General Accounts & Treasuries, J&K.
16. Director Information J&K.
17. Director Audit & Inspections.
18. Director Budget J&K.
19. All Head of Departments /Managing Directors/Chief Executive of State PSU's/Autonomous Bodies.
20. Secretary J&K Public Service Commission J&K.
21. All District Development Commissioners.
22. Secretary J&K Legislative Assembly/Legislative Council.
23. Director Finance, Principal Northern Zonal Accountancy Training Institute Jammu/Srinagar.
24. Director Accounts & Treasuries Srinagar/Jammu.
25. All Director Finance/Financial Advisors & CAO's.
26. Joint Director Funds Organization Srinagar/Jammu.
27. All Treasury Officers.
28. General Manager, Government Press for publication in Government Gazette.
29. Director Local Fund Audit and Pensions, J&K.
30. Pvt. Secretary to Chief Secretary.
31. Pvt. Secretary to Hon'ble Ministers/Hon'ble Ministers of State for information of the Hon'ble Ministers.
32. All officers/Section officers of Finance Department.
33. President Non-Gazetted Employees Union Civil Secretariat Srinagar/Jammu.
34. I/c Website, FD. ([www.jandkfinance.nic.in](http://www.jandkfinance.nic.in)).
35. I/c Website, GAD ([www.jkgad.nic.in](http://www.jkgad.nic.in)).
36. Government order file (W2scs).

  
**(M. R. Andrabi),**  
Director (Codes),  
Finance Department.

**FORM OF OPTION**

[See rule 6 (2)]

\*1. I, \_\_\_\_\_ hereby elect the revised pay structure with effect from 1st January, 2016.

\*2. I, \_\_\_\_\_ hereby elect to continue on Pay Band and Grade Pay of my substantive / officiating post mentioned below until:

\* the date of my next increment / the date of my subsequent increment raising my pay to Rs. \_\_\_\_\_ / I vacate or cease to draw pay in the existing pay structure/ the date of my promotion/upgradation to the post of \_\_\_\_\_.

Existing Pay Band and Grade Pay \_\_\_\_\_

Signature \_\_\_\_\_

Name \_\_\_\_\_

Designation \_\_\_\_\_

Office in which employed \_\_\_\_\_

\* To be scored out, if not applicable.

**UNDERTAKING**

I hereby undertake that in the event of my pay having been fixed in a manner contrary to the provisions contained in these Rules, as detected subsequently, any excess payment so made shall be refunded by me to the Government either by adjustment against future payments due to me or otherwise.

Signature \_\_\_\_\_

Name \_\_\_\_\_

Designation \_\_\_\_\_

Date :

Place :



**THE FIRST SCHEDULE**

(See Rule 3)

**STATEMENT SHOWING EXISTING PAY STRUCTURE AS PER  
JAMMU & KASHMIR (REVISED) PAY RULES, 2009 AND THE  
REVISED PAY (LEVEL) STRUCTURE W.E.F 01.01.2016**

(In Rupees)

Existing Pay Bands			Revised Pay Structure
S.No	Existing Pay Bands	Existing Gr. Pay	REVISED PAY LEVELS
(1)	(2)	(3)	(4)
1.	1S (4440-7440)	1300	SL 1 (14800-47100)
2.	1S (4440-7440)	1400	SL 2 (15900-50400)
3.	1S (4440-7440)	1650	SL3 (16900-53500)
4.	PB-1 (5200-20200)	1800	Level-1 (18000-56900)
5.	PB-1 (5200-20200)	1900	Level-2 (19900-63200)
6.	PB-1 (5200-20200)	2100	Level-3A (25300-80500)
7.	PB-1 (5200-20200)	2300	Level-3B (25400-81000)
8.	PB-1 (5200-20200)	2400	Level-4 (25500-81100)
9.	PB-1 (5200-20200)	2800	Level-5 (29200-92300)
10.	PB-2 (9300-34800)	4200	Level-6 (35400-112400)
11.	PB-2 (9300-34800)	4210	Level-6 A (35500-112600)
12.	PB-2 (9300-34800)	4220	Level-6 B (35600-112800)
13.	PB-2 (9300-34800)	4240	LEVEL 6C (35700-113100)
14.	PB-2 (9300-34800)	4260	Level-6 D (35800-113200)
15.	PB-2 (9300-34800)	4280	Level-6 E (35900-113500)
16.	PB-2 (9300-34800)	4300	Level-6 F (40800-129200)
17.	PB-2 (9300-34800)	4400	Level-6 G (42300-134300)
18.	PB-2 (9300-34800)	4600	Level-7 (44900-142400)
19.	PB-2 (9300-34800)	4800	Level-8 (47600-151100)
20.	PB-2 (9300-34800)	5200	Level-8 A (50700-160600)
21.	PB-2 (9300-34800)	5400	Level-9 (52700-166700)
22.	PB-3 (15600-39100)	5600	Level-10A (56600-179800)
23.	PB-3 (15600-39100)	6600	Level-11 (67700-208700)
24.	PB-3 (15600-39100)	7600	Level-12 (78800-209200)
25.	PB-4 (37400-67000)	8700	Level-13 (123100-215900)
26.	PB-4 (37400-67000)	8900	Level-13A (131100-216600)
27.	PB-4 (37400-67000)	10000	Level-14 (144200-218200)
28.	67000-79000	-	Level-15 (182200-224100)
29.	75500-80000	-	Level-16 (205400-224400)
30.	80000	-	Level-17 (225000)



### PAY MATRIX

Pay Band	4400-7440			5200-20200					9300-34800										15600-39100					37400-67000			67000-	75500-		
	1300	1400	1650	1800	1900	2100	2300	2400	2800	4200	4210	4220	4240	4260	4280	4300	4400	4600	4800	5200	5400	5800	6600	7600	8700	8900	10000	-79000	-80000	80000
Grade Pay	SL1	SL2	SL3	1	2	3A	3B	4	5	6	6A	6B	6C	6D	6E	6F	6G	7	8	8A	9	10A	11	12	13	13A	14	15	16	17
1	14800	15900	16900	18000	19900	25300	25400	25500	29200	35400	35500	35600	35700	35800	35900	40800	42300	44900	47600	50700	52700	56600	67700	78800	123100	131100	144200	182200	205400	225000
2	15200	16400	17400	18500	20500	26100	26200	26300	30100	36500	36600	36700	36800	36900	37000	42000	43600	46200	49000	52200	54300	58300	69700	81200	126800	135000	148500	187700	211600	
3	15700	16900	17900	19100	21100	26900	27000	27100	31000	37600	37700	37800	37900	38000	38100	43300	44900	47600	50500	53800	55900	60000	71800	83600	130600	139100	153000	193300	217900	
4	16200	17400	18400	19700	21700	27700	27800	27900	31900	38700	38800	38900	39000	39100	39200	44600	46200	49000	52000	55400	57600	61800	74000	86100	134500	143300	157600	199100	224400	
5	16700	17900	19000	20300	22400	28500	28600	28700	32900	39900	40000	40100	40200	40300	40400	45900	47600	50500	53600	57100	59300	63700	76200	88700	138500	147600	162300	205100		
6	17200	18400	19600	20900	23100	29400	29500	29600	33900	41100	41200	41300	41400	41500	41600	47300	49000	52000	55200	58800	61100	65600	78500	91400	142700	152000	167200	211300		
7	17700	19000	20200	21500	23800	30300	30400	30500	34900	42300	42400	42500	42600	42700	42800	48700	50500	53600	56900	60600	62900	67600	80900	94100	147000	156600	172200	217600		
8	18200	19600	20800	22100	24500	31200	31300	31400	35900	43600	43700	43800	43900	44000	44100	50200	52000	55200	58600	62400	64800	69600	83300	96900	151400	161300	177400	224100		
9	18700	20200	21400	22800	25200	32100	32200	32300	37000	44900	45000	45100	45200	45300	45400	51700	53600	56900	60400	64300	66700	71700	85800	99800	155900	166100	182700			
10	19300	20800	22000	23500	26000	33100	33200	33300	38100	46200	46400	46500	46600	46700	46800	53300	55200	58600	62200	66200	68700	73900	88400	102800	160600	171100	188200			
11	19900	21400	22700	24200	26800	34100	34200	34300	39200	47600	47800	47900	48000	48100	48200	54900	56900	60400	64100	68200	70800	76100	91100	105900	165400	176200	193800			
12	20500	22000	23400	24900	27600	35100	35200	35300	40400	49000	49200	49300	49400	49500	49600	56500	58600	62200	66000	70200	72900	78400	93800	109100	170400	181500	199600			
13	21100	22700	24100	25600	28400	36200	36300	36400	41600	50500	50700	50800	50900	51000	51100	58200	60400	64100	68000	72300	75100	80800	96600	112400	175500	186900	205600			
14	21700	23400	24800	26400	29300	37300	37400	37500	42800	52000	52200	52300	52400	52500	52600	59900	62200	66000	70000	74500	77400	83200	99500	115800	180800	192500	211800			
15	22400	24100	25500	27200	30200	38400	38500	38600	44100	53600	53800	53900	54000	54100	54200	61700	64100	68000	72100	76700	79700	85700	102500	119300	186200	198300	218200			
16	23100	24800	26300	28000	31100	39600	39700	39800	45400	55200	55400	55500	55600	55700	55800	63600	66000	70000	74300	79000	82100	88300	105600	122900	191800	204200				
17	23800	25500	27100	28800	32000	40800	40900	41000	46800	56900	57100	57200	57300	57400	57500	65500	68000	72100	76500	81400	84600	90900	108800	126600	197600	210300				
18	24500	26300	27900	29700	33000	42000	42100	42200	48200	58600	58800	58900	59000	59100	59200	67500	70000	74300	78800	83800	87100	93600	112100	130400	203500	216600				
19	25200	27100	28700	30600	34000	43300	43400	43500	49600	60400	60600	60700	60800	60900	61000	69500	72100	76500	81200	86300	89700	96400	115500	134300	209600					
20	26000	27900	29600	31500	35000	44600	44700	44800	51100	62200	62400	62500	62600	62700	62800	71600	74300	78800	83600	88900	92400	99300	119000	138300	215900					
21	26800	28700	30500	32400	36100	45900	46000	46100	52600	64100	64300	64400	64500	64600	64700	73700	76500	81200	86100	91600	95200	102300	122600	142400						
22	27600	29600	31400	33400	37200	47300	47400	47500	54200	66000	66200	66300	66400	66500	66600	75900	78800	83600	88700	94300	98100	105400	126300	146700						
23	28400	30500	32300	34400	38300	48700	48800	48900	55800	68000	68200	68300	68400	68500	68600	78200	81200	86100	91400	97100	101000	108600	130100	151100						
24	29300	31400	33300	35400	39400	50200	50300	50400	57500	70000	70200	70300	70500	70600	70700	80500	83600	88700	94100	100000	104000	111900	134000	155600						
25	30200	32300	34300	36500	40600	51700	51800	51900	59200	72100	72300	72400	72600	72700	72800	82900	86100	91400	96900	103000	107100	115300	138000	160300						
26	31100	33300	35300	37600	41800	53300	53400	53500	61000	74300	74500	74600	74800	74900	75000	85400	88700	94100	99800	106100	110300	118800	142100	165100						
27	32000	34300	36400	38700	43100	54900	55000	55100	62800	76500	76700	76800	77000	77100	77300	88000	91400	96900	102800	109300	113600	122400	146400	170100						
28	33000	35300	37500	39900	44400	56500	56700	56800	64700	78800	79000	79100	79300	79400	79600	90600	94100	99800	105900	112600	117000	126100	150800	175200						
29	34000	36400	38600	41100	45700	58200	58400	58500	66600	81200	81400	81500	81700	81800	82000	93300	96900	102800	109100	116000	120500	129900	155300	180500						
30	35000	37500	39800	42300	47100	59900	60200	60300	68600	83600	83800	83900	84200	84300	84500	96100	99800	105900	112400	119500	124100	133800	160000	185900						

*Wg*

*Amf*

PAY BAND	4400-7440			8300-20200						9300-34800											15600-39100			37400-67000			67000-	75500-		
	1300	1400	1660	1800	1900	2100	2300	2400	2800	4200	4210	4220	4240	4260	4280	4300	4400	4600	4800	5200	5400	5600	6600	7600	8700	8900	10000	-79000		-80000
Gr. Pay Level	SL1	SL2	SL3	1	2	3A	3B	4	5	6	6A	6B	6C	6D	6E	6F	6G	7	8	8A	9	10A	11	12	13	13A	14	15	16	17
36100	38800	41000	43800	48500	61700	62000	62100	70700	86100	86300	86400	86700	86800	87000	99000	102800	109100	115800	123100	127800	137800	164800	191500							
37200	39800	42200	44900	50000	63800	63900	64000	72800	88700	88900	89000	89300	89400	89600	102000	105900	112400	119300	126800	131600	141900	169700	197200							
38300	41000	43500	46200	51500	65500	65800	65900	75000	91400	91600	91700	92000	92100	92300	105100	109100	115800	122900	130600	135500	146200	174800	203100							
39400	42200	44800	47600	53000	67500	67800	67900	77300	94100	94300	94500	94800	94900	95100	108300	112400	119300	126600	134500	139600	150600	180000	209200							
40600	43500	46100	49000	54600	69500	69800	69900	79600	96900	97100	97300	97600	97700	98000	111500	115800	122900	130400	138500	143800	155100	185400								
41800	44800	47500	50500	56200	71600	71900	72000	82000	99800	100000	100200	100500	100600	100900	114800	119300	126600	134300	142700	148100	159800	191000								
43100	46100	48900	52000	57900	73700	74100	74200	84500	102800	103000	103200	103500	103600	103900	118200	122900	130400	138300	147000	152500	164600	196700								
44400	47500	50400	53600	59600	75900	76300	76400	87000	105900	106100	106300	106600	106700	107000	121700	126600	134300	142400	151400	157100	169500	202600								
45700	48900	51900	55200	61400	78200	78600	78700	89600	109100	109300	109500	109800	109900	110200	125400	130400	138300	146700	155900	161800	174600	208700								
47100	50400	53500	56900	63200	80500	81000	81100	92300	112400	112600	112800	113100	113200	113500	129200	134300	142400	151100	160600	166700	179800									

*VS*

*dwf*